



DoD Acquisition Workforce: Size Comparison

	Civilians	Military	TOTAL	%
Air Force	15772	9338	25110	19.8
Army	43553	1519	45072	35.6
Navy	36467	4218	40685	32.1
Other DoD*	15763		15763	12.5

DoD 5000.52 Definition

30 September 2006 Component DAWIA

* DoD data as of 30 Sep 05



Key Leadership Positions Rules of Engagement

Per DoDD 5000.52 and DoDI 5000.66:

- **CAE designates KLP positions**
 - May add additional requirements above CAP reqmnts
- **CAE approves assignment of Acq Corps members to KLPs**
- **When DAE is the Milestone Decision Authority**
 - CAE consults with DAE prior to assigning PEOs or PMs to KLPs
 - (Mr Kreig - "AT&L By Exception")
- **CAE establishes tenure requirement for each KLP**
 - Normally = DAWIA, but
 - CAE can tailor to significant milestones, events or efforts
 - CAE signs each KLP tenure agreement
- **CAE approves waivers for KLP position quals / tenure requirements**



Air Force Key Leadership Positions

Expanding AT&L Requirement

KLPs, per DoDD 5000.52:	Projected	Submitted
■ PEOs 9 9		
■ PMs and DPMs for ACAT I 118 81*		
■ PMs for ACAT II 35 26** Original Total: 162 116		

In Oct 2006, Mr Krieg pushed for additional KLPs:

■ Senior Contracting Officials 18 18
■ All other Acq-coded GO and SES 50 6
Oct 06 Total: 230 140

1 May 07, DAU Letter

- For all MDAP and MAIS Programs:
 - Chief Program Engineer
 - Lead Program Systems Engineer
 - Lead Program Contracting Officer
 - Lead Program Cost Estimator
- Est. New Total: TBD ~300

Mostly CAPS {

As of May 07



Human Capital Strat Planning

- HCSP Effort at Electronic Systems Center
 - “Little” OPM - Rand - AFMC - ESC - SAF/AQ
- To Be Mission - To Be Workforce
 - Skills and Competencies
- Current Workforce
- Plan from Current to “To Be”
 - Workforce Management
 - Nationwide Recruiting - Hiring Tools
 - “Branding”
- AFPC & USA Staffing
- Expanding across Acq Commands



Civilian Workforce

- Fairly Static Workforce
 - 90% / 10% Postulate
- Realities
 - Voluntary System
 - Open System
 - Limited Budget and Resources
 - Recruiting, Hiring, PCS, Tng, Interns,
 - Broadening, Shaping, Pay, etc
 - Slow Fill Process
- Workforce Renewal / Knowledge Transfer



Certification Training

- **Just In Time Training**
 - Right Course / Right Time
 - Ahead of Assignment
- **DAU Training Funding Limits**
 - Priorities 1 & 2
- **Key Course Offering Shortages**
 - PMT 401, PMT 402, PMT 352, SYS 302, etc



PM & Engineering Study

Recommendations

- Validate requirements for Engineer positions
 - Current accessions / classification - history based
- Determine current and future Engr skills / needs, e.g.
 - Software, Systems, Cyber
 - Computer, Biomechanical
 - Directed Energy, Space, Nano etc.
- Define future engineering requirement
 - Obtain AF recognition
- Task USAFA / ROTC / OTS with mil production



Acquisition Sustainment Unit

Manpower Model

- Goal
 - Predictive Manpower Model (REU)
 - Blessed by Corporate AF
- Effort started in mid - FY05
 - Outgrowth of Acq Commands' Modeling Efforts
- Model More Complex than Envisioned
 - Target - In time for FY10 POM
- “Predictive Capability” an Imperative & Concern



Acquisition Leadership Challenge Program

- AF Leadership training gap exists -- Missing part in FD
 - ALCP created to help close the gap
 - ALCP-I (Proj / Prog Mgrs O-3 / O-4 & GS12 / GS13)
 - 2007 4 Classes
 - Length: 2.5 days
 - ALCP-II (Sq CCs/ Dirs O-5 & GS14)
 - 2007: 4 Classes
 - Length: 3 days
 - 24 students per class
 - Atlanta / Hotel
 - Centrally Funded (AQ)
-



Acquisition Leadership Challenge Program

- Address key aspects of leadership for Levels I & II
 - Personal strengths & weaknesses (Lvl II - 360°)
 - Understanding others
 - Leadership styles - what works / what doesn't
 - Dynamics of conflict
 - Building and leading effective teams
 - Supports & barriers to success
 - Power and productivity
 - Setting and achieving realistic goals
 - Level II - Leading the “enterprise”



APDP Web Guide

<https://www.safaq.hq.af.mil/mil/ca>

www.safaq.hq.af.mil/mil/career/index.htm

Air Force Acquisition

Home News Transformation **Career/APDP** Contracting ACQ Mgmt Policy Organizations S&T / S&E Links Questions

SEARCH CAREER

Welcome to the Air Force Acquisition Career Development Home Page. This site is designed to assist acquisition workforce members with professional development. The Acquisition Professional Development Program (APDP) was established to promote the development and sustainment of a professional acquisition workforce in the Air Force, through the integrated management of the acquisition professional certification program, AF acquisition leadership, training and education programs, and acquisition workforce strategic planning initiatives. Our goal is to ensure you have the tools and preparation to meet evolving challenges in developing, acquiring and sustaining effective systems for the warfighters of America's Air Force.

Blaise J Durante Pat Hogan, Associate Director, Acquisition
Director, Acquisition Career Management Career Management

The Air Force Director, Acquisition Career Management ([DACP](#)) is responsible for implementing the requirements of the Defense Acquisition Workforce Improvement Act ([DAWIA](#)) (Chapter 87, Title 10, US Code) and associated DoD and Air Force policy on behalf of the Air Force Acquisition Executive.

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Excellence

- **Career / APDP News**
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- **Certification**
- **Position Requirements**
- **Training**
- **Continuous Learning**
- **Functional Specialties**
- **Acquisition Corps**
- **Awards & Recognition**
- **Waivers**
- **Demographics**
- **Policy Reference**
- **POCs**





Key Leadership Positions

- **Definition Per DoDD 5000.52:**
 - **KLPs are selected Critical Acquisition Positions (CAPs)**
 - **KLPs - any CAP that by criticality of the duties warrants special management attention to qualification and tenure**
 - **Designated by the CAEs / approved by the USD(AT&L)**
- **Intent (per AT&L Workforce Desk Guide):**
 - **To ID those positions requiring special CAE / DAE attention**
 - **Qualifications, accountability, and position tenure**
- **KLPs are designated by the CAE based on:**
 - **Critical nature of the acquisition program or effort involved**
 - **AND criticality of position to program/effort success**



Currency

- **2002 DoD Policy Letter for Acquisition Workforce**
 - **80 Continuous Learning Points - every 2 years**
 - **Largely ignored - no systematic way to track**
- **2004 DoD Regulation - System Tracking - Reporting**
 - **2005 Analysis showed real Gaps**
 - **No Training or Bad Data (or Both)**
- **2006 Policy w Teeth**
 - **Get CL Recorded or...**
 - **No Sq CC / No Awards / No Competitive Selections**
- **Maintaining Currency - Good Idea**
 - **Recording Points - Not hard**



Retaining Acq Expertise Great Idea, but.....

- **Objective: Transition separating 61/62/63/64s**
- **Coordinate with AFPC to identify separatees**
- **Query separatees to ascertain location / job interests**
- **Forward lists of candidates to respective DPs**
 - **DPs inform candidates of vacancies, hiring process**
- **Hiring Freeze in AFMC**